


# City of Alexandria, Virginia

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## MEMORANDUM

DATE: APRIL 19, 2007

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

FROM: JAMES K. HARTMANN, CITY MANAGER 

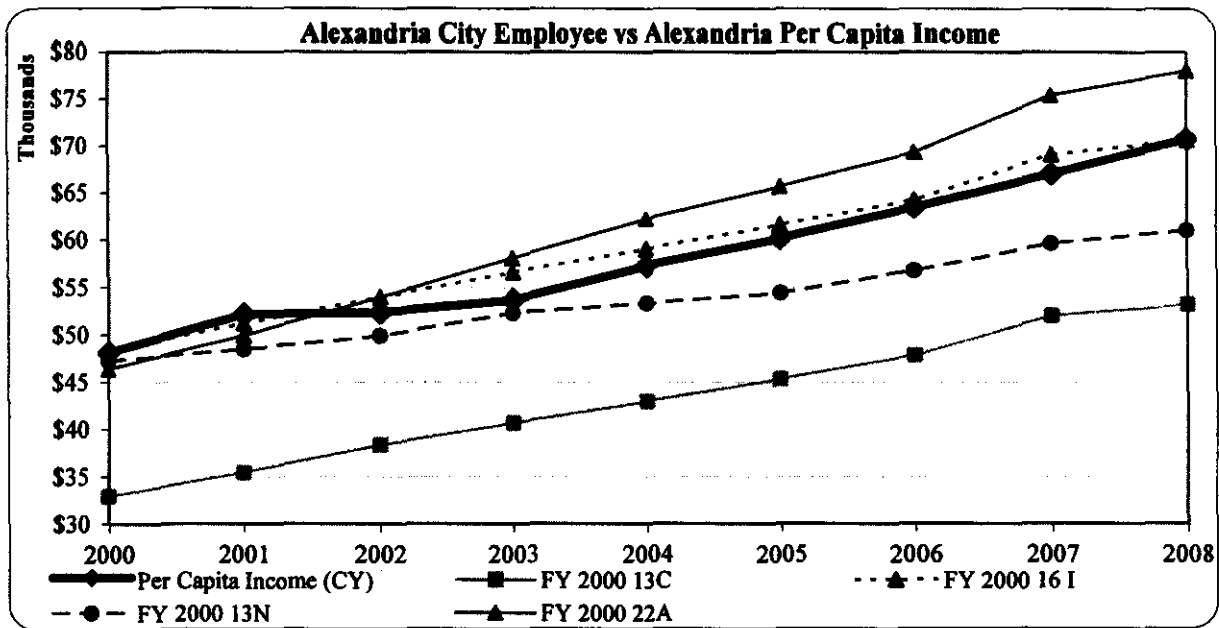
SUBJECT: BUDGET MEMORANDUM # 61 : ALEXANDRIA CITY EMPLOYEE  
SALARY ACROSS TIME

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This memo responds to a Council request made at the February 21, 2007 Personnel Compensation work session for an analysis of how an Alexandria City employee's salary has increased as compared to that of the income of an Alexandria resident.

For purposes of comparison, we have chosen to use per capita income as a proxy for the income of an Alexandria resident. It should be noted that this is a difficult comparison since a segment of Alexandrians have incomes that are below the poverty level (7,800 individuals, or 5.9%), and may not have incomes that are increasing annually. It is also important to note that human resource professionals and industry practice would not use this comparison as a method to assess how City employee salaries compare to those for similar jobs in other local governments in our region.

The chart on the following page shows Alexandria per capita income on a Calendar Year basis as well as the progress a City employee starting in FY 2000 at a similar level would make through FY 2008. The City employee salary increases include COLA, annual step and any market rate adjustments. In CY 2000, Alexandria per capita income was \$48K. Comparable salaries were paid in 2000 for employees at the Grade 22 Step A level (\$46,362 annual salary for jobs such as Clinical Psychologist I, Internal Auditor II, Risk Manager); Grade 16 Step I level (\$48,265 annual salary for jobs such as Computer Programmer, Personnel Analyst I, Registered Nurse); and Grade 14 Step N level (\$49,623 annual salary for jobs such as Accounting Technician, Law Clerk, Mail Distribution/Duplication Supervisor). We also compared the rate of growth to the Grade 13 Step C level (\$32,941 annual salary for jobs such as Administrative Assistant, Facilities Maintenance Specialist, Real Estate Appraiser I), which is the most common grade at which GS employees are currently hired.



The chart below shows the actual salary increase as well as the compounded average annual salary increase from FY/CY 2000 to FY/CY 2008.

	% Increase FY 2000- FY 2008	Average Annual % Increase FY 2000-FY 2008
Per Capita Income	47.1%	4.9%
<u>Grade and Step</u>		
13 N	29.2%	3.3%
16 I	46.4%	4.9%
13 C	61.6%	6.2%
22 A	68.3%	6.7%

Because of the City's relatively low position in our local government salary comparisons, for the FY 2009 budget we will need to conduct another benchmark study on City jobs on the General Salary Scale and, if possible, provide budget increases to make pay adjustments to positions that may have fallen below their benchmarks.